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FILE  
13 March 1968

Personnel 15

MEMORANDUM FOR THE RECORD

SUBJECT: Discussion Factors Re Pre-employment Testing

1. Pre-employment testing is desirable.

4. If it is determined that the Agency should continue to use campus sites for pre-employment testing, it should be with the full knowledge of the appropriate administrative officials of the colleges and universities concerned. No attempt should be made to hide CIA interest and sponsorship.

5. General knowledge of Agency campus test sites used for testing CIA applicants could result in pickets, public bomb threats, demonstrations, and other forms of harassment directed against the sites, the test administrators, and the applicants. The identities of all individuals taking the test could be established with little difficulty.

6. We should anticipate that some administrative officials may refuse to permit testing of CIA applicants on their campuses. It is also quite possible that our previous testing program might become known through attempting to inaugurate a new program. The resultant publicity could be extremely undesirable.

7. Off-campus test sites require the availability on a regular basis (at least one Saturday per month) of adequate and suitable space, equipment, and test administrators. Most of the Federal space provided heretofore for recruiter use during off-campus recruitment has been on a temporary one-shot basis and would not be appropriate for testing.